



Board Meeting Minutes
October 10, 2023 Meeting Minutes

Board Members Present:

K. Hall, A. Wilder, M. Piernick, C. Holzshu

Guests Present:

E. Hedgepeth, Tim Hedgepeth, P. Adkins

I. Opening Items

Call the Meeting to Order

K. Hall called a meeting of the board of directors of United Community School to order on October 10, 2023 @ 5:33 PM.

Approve Minutes

K. Hall made a motion to approve the September board meeting minutes. *Seconded by M. Piernick. **Approved Unanimously.***

Approve Agenda

*Motion to approve by M. Piernick. Seconded by A. Wilder. **Approved Unanimously.***

Public Comments

None.

• **Employee Parental Leave Policy**

- P. Adkins made a recommendation to the board to update the parental leave policy to the following policy:
 - *It is the policy of the United Community School to provide parental leave for its school employees. Any full-time school employee may take up to 8 weeks of paid leave following the birth of a child. A full-time employee may take 4 weeks of paid leave following an adoption or the placement of a foster child. A part-time employee may take the same amount of paid leave as outlined above at a prorata rate of pay. The prorata rate of pay is determined by the percentage of hours worked per week divided by 40 times the hourly rate of pay.*

The board discussed the financial and staffing impacts of this new policy. Ultimately A. Wilder made a motion to approve the policy as stated. *Seconded by M. Piernick. **Motion approved unanimously.***

T. Hedgepeth mentioned that the board will need to consider updating this policy at a later time to include if the leave taken has to be consecutively or if it could be spread out over time.

• **Transgender Student Policy Update**

- P. Adkins made a recommendation to the board to update the transgender student policy to the following policy:
 - *Should a student request that they be called by a name, not on their birth certificate or a legal name change judgment, or that they be addressed using*

*pronouns opposite their biological gender, the school will notify the student's parents or legal guardians. The student's request will be denied **unless the parents also request the change in name or pronouns**. Students may be called by a derivative of their legal name, such as "Libby" or "Beth" for Elizabeth or a commonly used nickname such as "Dick" for Richard. The principal will have the discretion to decide whether a derivative or nickname is commonly used.*

C. Holzshu made a motion to approve the policy as stated. *Seconded by M. Piernick. **Motion approved 4-1. A. Wilder abstained.***

- **New Parental Bill of Rights**

- P. Adkins informed the board that he is still crafting policies for UCS regarding the State's new Parental Bill of Rights. He shared a draft of his progress. He will let us know at an upcoming meeting when the final draft is ready for the board's review.

- **School Budget**

- T. Hedgepeth discussed the updated school budget with the board. He mentioned that we should have another successful year in the black, but it will be a tight year given the extra facility planning expenses this year. The board asked some follow up questions. There was no vote.

- **Closed Session - Facility Discussions and Director Contracts**

*K. Hall made a motion that the board go into closed session to discuss school facility. Seconded by A. Wilder. **Approved Unanimously at 6:17 PM.***

*K. Hall made a motion that the board exit closed session. Seconded by A. Wilder. **Approved Unanimously at 6:32 PM.** In closed session, the board voted unanimously to approve renewing the contracts of T. Hedgepeth and E. Hedgepeth. The board also voted unanimously to sign a purchase agreement for the land located at 8400 Reedy Creek Road, Charlotte, NC 28215*

- **Assessment Data**

- E. Hedgepeth shared academic assessment data from iReady with the board. She shared shared ELA and Math data. She informed the board a focus area was growing students to MOY diagnostics by assigning i-Ready minutes for HW, incorporating individual & class goal-setting, and utilizing Teacher Toolbox lessons in class.

- **Recruitment**

- E Hedgepeth recommended that the board hire A. Davis as a Behavior Specialist.

*Motion to approve by M. Piernick Seconded by K. Hall. **Approved Unanimously.***

- **Upcoming Events**

- E. Hedgepeth provided a board with a list of upcoming events on the calendar.

IV. Closing Items

Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 06:43 pm.

Respectfully Submitted, K. Hall